Security Leadership Solutions Executive Council



SECURITY CAREERS

DEFINING

JOBS,

COMPENSATION,

QUALIFICATIONS

by Jerry Brennan and Steve Walker

Table of Contents

Chapter 1: Helping the industry Help Itself	3
Chapter 2: Careers in Security: Past and Present	7
Chapter 3: Security Job Descriptions	19
Top Global Security Executive	22
Global Security Executive	24
Top Security Executive, International	26
Senior Regional Manager, International Security	28
Regional Manager, International Security	30
Manager, International Investigation	32
Top Security Executive, Domestic	34
Senior Manager, Threat Analysis	36
Senior Threat Analyst IV	38
Senior Manager, Protective Services (Headquarters)	40
Senior Protective Services Agent IV	42
Protective Services Agent III	44
Protective Services Agent II	46
Protective Services Agent I	48
Director, Computer, Network & Information Security	5C
Manager, Computer & Information Security	52
Senior Computer & Information Security Specialist IV	54
Computer & Information Security Specialist III	56
Computer & Information Security Specialist II	58
Computer & Information Security Specialist I	60
Manager, Network Security	61
Senior Network Security Specialist IV	63
Network Security Specialist III	65
Network Security Specialist II	67
Network Security Specialist I	69
Manager, Domestic Investigation	71
Supervisor, Domestic Investigation	73
Senior Investigator IV	75
Investigator III	77
Investigator II	79
Investigator I	81
Senior Regional Manager, Domestic Security	
Regional Manager, Domestic Security	84
Manager, Business Unit Security	86
Senior Business Unit Security Manager IV	88
Business Unit Security Manager III	90
Business Unit Security Manager II	92
Business Unit Security Manager I	94
Manager, Emergency Preparedness/Disaster Recovery	95

SECURITY CAREERS—DEFINING JOBS, COMPENSATION, QUALIFICATION

Senior Emergency Preparedness Specialist IV	97
Emergency Preparedness Specialist III	
Senior Nuclear Accountability Specialist IV	101
Nuclear Accountabilities Specialist III	103
Senior Nuclear Materials Specialist IV	105
Nuclear Materials Specialist III.	107
Security Clearance Specialist II	109
Physical Security Systems Specialist III	110
Physical Security Systems Specialist II	112
Senior Manager, Product Protection Programs	114
Manager, Corporate Security Programs	116
Manager, Security Systems and Training	118
Senior Security Training and Awareness Specialist IV	120
Security Training and Awareness Specialist III.	122
Manager, Classified Security Projects	124
Senior Classified Security Specialist IV	126
Classified Security Specialist III	128
Manager, Protective Forces (Armed/Unarmed)	130
Officer in Charge, Protective Forces—Armed	132
Security Officer 3—Armed	134
Security Officer 2—Armed	136
Security Officer 1—Armed	138
Manager, Physical Security—Unarmed	140
Supervisor, Physical Security—Unarmed	142
Security Guard 3—Unarmed	144
Security Guard 2—Unarmed	146
Security Guard 1—Unarmed	148
Console Operators	149
Top Compliance and Ethics Executive (Senior Compliance/Ethics Officer—Global)	150
Corporate Manager, Compliance and Ethics (Domestic Only)	152
Manager, Regulatory Compliance	154
Business Unit Manager, Compliance and Ethics	156
Senior Compliance and Ethics Specialist	158
Compliance and Ethics Specialist	160
Chapter 4: Position Compensation Trends	163
Chapter 5: Finding and Using Compensation Information within Your Organization	191
Chapter 6: Career Resources	213
Security-Related Membership Associations	215
Security Related Trade Publications	236
Job Listing Sites for Security & Law Enforcement Professionals.	243
Certifications in Corporate Security	245
Job Descriptions and Resume Tips	253
Sample Resumes	
Position Title and Compensation Look-up Chart	263

Senior Network Security Specialist IV Foushée Job #: 326

Job Description:

- Works under consultative direction toward predetermined goals and objectives.
- Assignments are usually self-initiated.
- Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes to departmental policies and procedures.
- Work is checked through consultation and agreement, rather than formal review by supervisor.
- Responsible for the research, design, development and implementation of extremely complex computer network security/protection technologies for company information and network systems/applications.
- Develops security plans, designs, best practices and guidelines for existing or new technologies within network security and firewall protection.
- Develops virus protection security procedures to insure that email and email attachments are appropriately scanned, and all network-attachment resources are implemented with the appropriate and updated software to prevent a computer virus infection.
- Provides security solutions for the company's networks and virtual private networks, key public infrastructures, authentication and directory services, ensuring the security of unauthorized access.
- Performs periodic scans of networks to identify security vulnerabilities and provide remediation alternatives.
- Conducts security risk assessment to ensure compliance with corporate security policies and adherence to best practices.

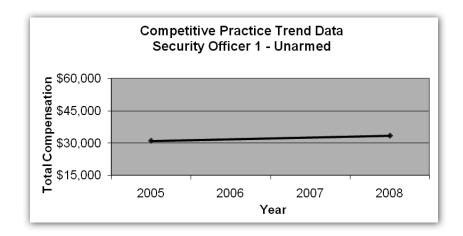
SECURITY CAREERS—DEFINING JOBS, COMPENSATION, QUALIFICATION

- Develops security design plans to implement, test and manage new or existing network security technologies and strategies.
- Provides security solutions that require resolution of complex operational and integration issues to successfully deploy secure technologies.
- Serves on internal committees to represent and support computer/internet security interests.
- Works with vendors, external organizations or customers to define security requirements and identify project opportunities.
- Provides leadership to less experienced Computer and Information Security Specialists and Technicians.
- May act as lead person or technical expert on large projects.

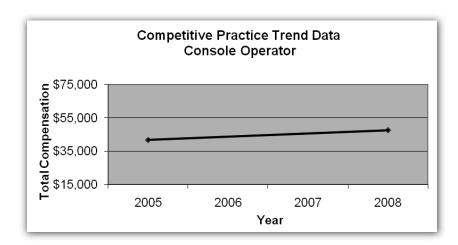
Qualification Guidelines:

Master's degree in Computer Science or other studies relevant to this position and more than 4 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization; or Bachelor's degree in Computer Science or other studies relevant to this position and more than 8 years experience with a major corporation and/or law enforcement, intelligence, public or private sector security organization. Exposure in the international security arena is desirable. Certified Information Systems Security Professional (CISSP) preferred.

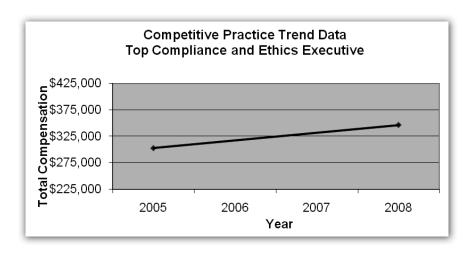
Security Guard 1 Unarmed—Foushée Job #: 449



Console Operator—Foushée Job #: 450



Top Compliance and Ethics Executive—Foushée Job #: 700



Security-Related Membership Associations

Alliance for Enterprise Risk Management (AESRM)

76552 Begonia Lane Palm Desert, CA 92211 **Telephone:** 760-518-0425

Website: http://www.aesrm.org/

The Alliance for Enterprise Security Risk Management (AESRM) was formed in February 2005 by ASIS International, ISACA and the Information Systems Security Association (ISSA) to encourage board and senior executive attention to critical security-related issues and the need for a comprehensive approach to protect the enterprise. The alliance brings together more than 90,000 global security professionals with broad security backgrounds and skills to address the significant increase and complexity of security-related risks to international commerce from terrorism, cyber attacks, Internet viruses, theft, fraud, extortion and other threats.

American Board of Forensic Document Examiners (ABFDE)

7887 San Felipe, Suite 122 Houston, TX 77063 **Telephone**: 713-784-9537

Website: http://www.abfde.org/

The ABFDE provides a program of certification in forensic document examination with the dual purpose of serving the public interest and promoting the advancement of forensic science. In purpose, function, and organization, therefore, the ABFDE is analogous to the certifying boards in other scientific fields. The ABFDE is the only certifying board for Forensic Document Examiners recognized by the American Academy of Forensic Sciences, the American Society of Questioned Document Examiners, and the Canadian Society of Forensic Sciences.

American College of Forensic Examiners (ACFEI)

2750 E. Sunshine Street Springfield, MO 65804 **Telephone**: 800-423-9737

Website: http://www.acfei.com/

The American college of Forensic Examiners Institute (ACFEI) is an independent, scientific, and professional association representing forensic examiners worldwide. ACFEI actively promotes the dissemination of forensic information and the continued advancement of forensic examination and consultation across the many professional fields of membership. ACFEI has elevated standards through education, basic and advanced training as well as Diplomate and Fellow status. ACFEI offers its members the opportunity to gain knowledge and boost careers by earning certification in several programs. Each program is taught by an expert in the field at ACFEI's annual conferences. Courses are also offered online to provide applicants the choice of studying at their own pace. A few of the programs offered are: Certified Forensic Accountant, Cr.FA; Certificate in Homeland Security, CHS; and Sensitive Security Information, SSI, Certified.